

“Naval Medical Reserve” MENTORING PROGRAM



TOOLS FOR ESTABLISHING AN EFFECTIVE PROTÉGÉ/MENTOR PARTNERSHIP

No man is an island, no man stands alone....

:- Unknown

INTRODUCTION



- Name
- Department specialty
- Name a person who helped you through a difficult moment in your military career
- Name someone who has given you really good advice about how to be a leader

DEFINITIONS



- **Mentoring** is the establishment of a personal relationship for the purpose of professional instruction and guidance.
- A **mentor** is an individual who takes an interest in the professional development of a junior colleague, and provides a source of guidance and support.
- A **protégé** a person whose welfare, training, and career is promoted by an experienced and influential person.

HISTORY



- Athena, Goddess of wisdom and skill
- Took the form of a man in offering counsel to Telemachus, son of Odysseus

???????

Naval Medical Reserve Mentoring Program



**Having or requesting a mentor is
NOT
a sign of weakness**

How do I know if I need a mentor?



- You are interested in growing
- You have some idea where you want to go...(or you have no idea)
- You are willing to commit to a nurturing professional relationship

Finding a good mentor



- Look for people with skills, experience or network that you need
- Be specific about what you want from the relationship and what you are prepared to give to it

What can a mentor teach?



- Understanding the military/work environment: the who's who
- Managing your career and developing leadership skills
- Conflict management
- Time management

What can the protégé contribute?



- Inspiration
- Fresh perspectives and new approaches
- “Keeping you honest”
- Feedback and advice

Mentoring Relationship: Impact



- Important role in career development
- Help with “learning the ropes” of the organization
- Improve quality of work life

Mentoring Relationship: Impact



- Awareness and management of career stress
- Offer organizational recognition, support, career enhancement, improved job performance

Characteristics of a Good Mentor



- willingness to share knowledge
- honesty
- willingness to let the protégé grow
- willingness to give honest and critical feedback
- directness in dealings with the protégé

Characteristics of a Good Mentor



- guides
- supports
- facilitates
- refers to other mentors
- leads by example
- role model

Characteristics of a Good Mentor



- listens carefully
- gives valuable, timely feedback
- advances protégé's exposure and visibility
- promotes self-reliance and confidence
- assists with networking

THE INITIAL MEETING



- Both define expectations
- Baseline measure
- Protégé's short and long term career goals
 - suggest 1- and 5-year goals
- Specific skills

Mentoring is not:



- Expecting all the right answers
- A magic bullet for success
- A quick fix
- Acquiring a buddy or surrogate parent
- A cloning process

Mentoring Pitfalls



- Abuse of mentor's authority
- Use of protégé's achievements to further mentor's agenda
- becoming a surrogate parent/best friend
- Perception of favoritism
- Gender/cultural biases
- boundary violations

Establishing your needs



- Academic mentoring
- Personal mentoring
- Leadership mentoring
- Not mutually exclusive but you need to know what you're looking for!

Meeting your needs



- Garbage in, Garbage out
- Need to define specific expectations
- Need to approach mentor with particular questions in order to fully take advantage of her/his experience

Being a partner



- Don't be afraid to disagree
- Take responsibility for your own goals and career
- Be able to receive constructive feedback
- Work to gain the skills and knowledge to grow
- Keep your mentor informed

Pay It Forward!



- Don't wait to "get there" before you start mentoring yourself.
- There is always someone waiting in the wings – use the skills you have learned from your own mentor, and prepare to become a mentor!



Questions